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USUAL WEEKLY EARNINGS OF WAGE AND SALARY WORKERS SECOND QUARTER 2018

Median weekly earnings of the nation's 115.8 million full-time wage and salary workers were \$876 in the second quarter of 2018 (not seasonally adjusted), the U.S. Bureau of Labor Statistics reported today. This was 2.0 percent higher than a year earlier, compared with a gain of 2.7 percent in the Consumer Price Index for All Urban Consumers (CPI-U) over the same period.

Data on usual weekly earnings are collected as part of the Current Population Survey, a nationwide sample survey of households in which respondents are asked, among other things, how much each wage and salary worker usually earns. (See the Technical Note in this news release.) Data shown in this news release are not seasonally adjusted unless otherwise specified.

Highlights from the second-quarter data:

- **Median weekly earnings** of full-time workers were \$876 in the second quarter of 2018. **Women** had median weekly earnings of \$780, or 81.3 percent of the \$959 median for **men**. (See table 2.)
- The **women's-to-men's earnings ratio** varied by race and ethnicity. White women earned 82.7 percent as much as their male counterparts, compared with Black women (89.4 percent), Asian women (73.7 percent), and Hispanic women (88.2 percent). (See table 2.)
- Among the major **race and ethnicity groups**, median weekly earnings of Hispanics (\$674) and Blacks (\$683) working at full-time jobs were lower than those of Whites (\$907) and Asians (\$1,083). By sex, median earnings for Black men were \$720, or 73.1 percent of the median for White men (\$985). Median earnings for Hispanic men were \$704, or 71.5 percent of the median for White men. The gap was narrower among women, as Black women's median earnings (\$644) were 79.0 percent of those for White women (\$815), and earnings for Hispanic women (\$621) were 76.2 percent of those for White women. Asian men and women earned more than their White counterparts. (See table 2.)
- By **age**, median weekly earnings were highest for men age 35 and over in the second quarter of 2018: weekly earnings were \$1,085 for men age 35 to 44, \$1,108 for men age 45 to 54, \$1,127 for men age 55 to 64, and \$1,074 for men age 65 and over. Usual weekly earnings were also highest for women age 35 and over: weekly earnings were \$866 for women age 35 to 44, \$854 for women age 45 to 54, \$856 for women age 55 to 64, and \$925 for women age 65 and over.

Men and women age 16 to 24 had the lowest median weekly earnings, \$528 and \$511, respectively. (See table 3.)

- Among the major **occupational groups**, persons employed full time in management, professional, and related occupations had the highest median weekly earnings—\$1,463 for men and \$1,080 for women. Men and women employed in service jobs earned the least, \$615 and \$512, respectively. (See table 4.)
- By **educational attainment**, full-time workers age 25 and over without a high school diploma had median weekly earnings of \$554, compared with \$726 for high school graduates (no college) and \$1,310 for those holding at least a bachelor's degree. Among college graduates with advanced degrees (master's or professional degree and above), the highest earning 10 percent of male workers made \$3,900 or more per week, compared with \$2,625 or more for their female counterparts. (See table 5.)
- **Seasonally adjusted median weekly earnings** were \$879 in the second quarter of 2018, little changed from the previous quarter (\$873). (See table 1.)

Technical Note

The estimates in this release were obtained from the Current Population Survey (CPS), which provides basic information on the labor force, employment, and unemployment. The survey is conducted monthly for the Bureau of Labor Statistics (BLS) by the U.S. Census Bureau using a scientifically selected national sample of about 60,000 eligible households, with coverage in all 50 states and the District of Columbia. The earnings data are collected from one-fourth of the CPS monthly sample and are limited to wage and salary workers. All self-employed workers, both incorporated and unincorporated, are excluded from CPS earnings estimates.

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Definitions

The principal definitions used in connection with the earnings data in this news release are described briefly below.

Usual weekly earnings. Data represent earnings before taxes and other deductions and include any overtime pay, commissions, or tips usually received (at the main job in the case of multiple jobholders). Prior to 1994, respondents were asked how much they usually earned per week. Since January 1994, respondents have been asked to identify the easiest way for them to report earnings (hourly, weekly, biweekly, twice monthly, monthly, annually, or other) and how much they usually earn in the reported time period.

Earnings reported on a basis other than weekly are converted to a weekly equivalent. The term "usual" is determined by each respondent's own understanding of the term. If the respondent asks for a definition of "usual," interviewers are instructed to define the term as more than half the weeks worked during the past 4 or 5 months.

Medians (and other quantiles) of weekly earnings. The median (or upper limit of the second quartile) is the midpoint in a given earnings distribution, with half of workers having earnings above the median and the other half having earnings below the median. Ten percent of a given distribution have earnings below the upper limit of the first decile (90 percent have higher earnings), 25 percent have earnings below the upper limit of the first quartile (75 percent have higher earnings), 75 percent have earnings below the upper limit of the third quartile (25 percent have higher earnings), and 90 percent have earnings below the upper limit of the ninth decile (10 percent have higher earnings).

The BLS procedure for estimating the median of an earnings distribution places each reported or calculated weekly earnings value into a \$50-wide interval that is centered around a multiple of \$50. The median is calculated through the linear interpolation of the interval in which the median lies.

Changes over time in the medians (and other quantile boundaries) for specific groups may not necessarily be consistent with the movements estimated for the overall quantile boundary. The most common reasons for this possible anomaly are as follows: (1) there could be a change in the relative weights of the subgroups. For example, the median of 16- to 24-year-olds and the median earnings of those 25 years and over may rise, but if the lower earning 16-to-24 age group accounts for a greatly increased share of the total, the overall median could actually fall. (2) there could be a large change in the shape of the distribution of reported earnings, particularly near a quantile boundary. This change could be caused by survey observations that are clustered at rounded values, such as \$400 or \$500. An estimate lying in a \$50-wide centered interval containing such a cluster or "spike" tends to change more slowly than one in other intervals.

Constant dollars. The Consumer Price Index for All Urban Consumers (CPI-U) is used to convert current dollars to constant (1982-84) dollars.

Wage and salary workers. These are workers who receive wages, salaries, commissions, tips, payment in kind, or piece rates. The group includes employees in both the private and public sectors but, for the purposes of the earnings series, it excludes all self-employed persons, both those with incorporated businesses and those with unincorporated businesses.

Full-time workers. For the purpose of producing estimates of earnings, workers who usually work 35 hours or more per week at their sole or principal job are defined as working full time.

Part-time workers. For the purpose of producing estimates of earnings, workers who usually work fewer than 35 hours per week at their sole or principal job are defined as working part time.

Race. In the survey process, race is determined by the household respondent. In accordance with the Office of Management and Budget guidelines, White, Black or African American, Asian, American Indian or Alaska Native, and Native Hawaiian or Other Pacific Islander are terms used to describe a person's race. Estimates for the latter two race groups and persons who selected more than one race are not included in this release due to insufficient sample size.

Hispanic or Latino ethnicity. This refers to people who identified themselves in the survey process as being of Hispanic, Latino, or Spanish origin. People whose ethnicity is identified as Hispanic or Latino may be of any race.

Reliability

Statistics based on the CPS are subject to both sampling and nonsampling error. When a sample, rather than the entire population, is surveyed, there is a chance that the sample estimates may differ from the true population values they represent. The component of this difference that occurs because samples differ by chance is known as *sampling error*, and its variability is measured by the standard error of the estimate. There is about a 90-percent chance, or level of confidence, that an estimate based on a sample will differ by no more than 1.6 standard errors from the true population value because of sampling error. BLS analyses are generally conducted at the 90-percent level of confidence.

The CPS data also are affected by *nonsampling error*. Nonsampling error can occur for many reasons, including the failure to sample a segment of the population, inability to obtain information for all respondents in the sample, inability or unwillingness of respondents to provide correct information, and errors made in the collection or processing of the data.

Additional information about the reliability of data from the CPS is available on the BLS website at www.bls.gov/cps/documentation.htm#reliability.

Seasonal adjustment

Over the course of a year, the size of the nation's labor force and other measures of labor market activity undergo regularly occurring fluctuations. These recurring events include seasonal changes in weather, major holidays, and the opening and closing of schools. The effect of such seasonal variations can be very large.

Because seasonal events follow a more or less regular pattern each year, their influence on the level of a series can be tempered by adjusting for regular seasonal variation. These adjustments make nonseasonal developments easier to spot. The seasonally adjusted figures provide a more useful tool with which to analyze changes in quarter-to-quarter activity.

At the end of each calendar year, the seasonally adjusted data are revised for the past 5 years when the seasonal adjustment factors are updated. More information on seasonal adjustment is available on the BLS website at www.bls.gov/cps/documentation.htm#sa.

Table 1. Median usual weekly earnings of full-time wage and salary workers by sex, quarterly averages, seasonally adjusted

Year and quarter	Number of workers (in thousands)			Median weekly earnings					
	Total	Men	Women	In current dollars			In constant (1982-84) dollars		
				Total \$	Men \$	Women \$	Total \$	Men \$	Women \$
2009									
2nd quarter.....	99,996	55,233	44,763	737	818	652	345	383	305
3rd quarter.....	99,050	54,481	44,569	742	820	664	345	381	309
4th quarter.....	98,555	54,410	44,145	747	823	666	344	379	307
2010									
1st quarter.....	98,143	54,098	44,045	748	836	662	344	384	304
2nd quarter.....	99,605	55,028	44,577	742	814	671	342	374	309
3rd quarter.....	100,412	55,620	44,792	746	821	670	342	377	308
4th quarter.....	99,958	55,486	44,472	750	826	676	341	376	308
2011									
1st quarter.....	99,670	55,337	44,333	750	821	679	338	370	306
2nd quarter.....	100,347	55,821	44,526	754	830	687	336	370	306
3rd quarter.....	100,495	56,046	44,449	760	836	681	336	370	301
4th quarter.....	101,337	56,687	44,650	760	838	686	335	369	302
2012									
1st quarter.....	102,161	57,110	45,051	764	841	693	335	368	303
2nd quarter.....	102,525	57,079	45,447	772	870	687	337	380	300
3rd quarter.....	102,587	57,207	45,380	766	836	693	333	364	302
4th quarter.....	103,748	57,772	45,977	771	868	690	333	375	298
2013									
1st quarter.....	103,928	57,884	46,044	768	860	699	331	370	301
2nd quarter.....	103,988	57,944	46,044	777	863	706	335	372	304
3rd quarter.....	104,400	58,082	46,318	779	855	705	334	367	302
4th quarter.....	104,764	58,095	46,669	782	865	712	334	369	304
2014									
1st quarter.....	105,623	58,679	46,943	790	865	716	335	367	304
2nd quarter.....	106,356	59,506	46,850	781	860	714	330	363	302
3rd quarter.....	106,746	59,548	47,197	798	879	722	336	370	304
4th quarter.....	107,402	60,090	47,312	795	878	724	336	371	306
2015									
1st quarter.....	108,480	60,370	48,110	801	886	724	340	377	308
2nd quarter.....	108,572	60,432	48,139	803	889	725	339	375	306
3rd quarter.....	109,295	60,985	48,311	811	897	728	341	377	306
4th quarter.....	109,982	61,206	48,776	822	904	730	345	380	307
2016									
1st quarter.....	110,434	61,650	48,784	823	904	744	346	380	313
2nd quarter.....	110,973	61,835	49,138	827	912	743	345	381	310
3rd quarter.....	111,600	62,095	49,505	834	918	751	347	382	312
4th quarter.....	111,353	62,138	49,215	846	925	759	349	382	314
2017									
1st quarter.....	112,004	62,508	49,496	857	940	759	351	385	311
2nd quarter.....	113,177	63,005	50,172	862	937	779	353	384	319
3rd quarter.....	113,668	63,176	50,492	866	944	773	353	385	315
4th quarter.....	114,219	63,221	50,997	854	944	771	345	382	312
2018									
1st quarter.....	114,676	64,012	50,664	873	955	777	350	383	311
2nd quarter.....	115,502	64,171	51,331	879	962	779	351	384	311

NOTE: Updated population controls are introduced annually with the release of January data.

Table 2. Median usual weekly earnings of full-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings			
	2nd 2017	2nd 2018	In current dollars		In constant (1982-84) dollars	
			2nd 2017	2nd 2018	2nd 2017	2nd 2018
SEX AND AGE						
Total, 16 years and over.....	113,372	115,758	\$859	\$876	\$351	\$348
Men, 16 years and over.....	63,222	64,437	934	959	381	381
16 to 24 years.....	5,983	6,009	524	528	214	210
25 years and over.....	57,240	58,428	995	1,015	407	404
Women, 16 years and over.....	50,150	51,321	780	780	319	310
16 to 24 years.....	4,485	4,656	496	511	202	203
25 years and over.....	45,665	46,665	824	824	337	328
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX						
White.....	87,877	89,250	886	907	362	361
Men.....	50,227	50,883	961	985	393	392
Women.....	37,650	38,367	808	815	330	324
Black or African American.....	14,504	14,951	689	683	281	272
Men.....	6,988	7,234	702	720	287	287
Women.....	7,516	7,717	676	644	276	256
Asian.....	7,276	7,635	1,103	1,083	451	431
Men.....	3,970	4,196	1,254	1,245	512	495
Women.....	3,306	3,439	931	918	380	365
Hispanic or Latino ethnicity.....	19,743	20,422	657	674	268	268
Men.....	12,041	12,321	686	704	280	280
Women.....	7,702	8,101	612	621	250	247

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 3. Median usual weekly earnings of full-time wage and salary workers by age, race, Hispanic or Latino ethnicity, and sex, 2nd quarter 2018 averages, not seasonally adjusted

Age, race, and Hispanic or Latino ethnicity	Total		Men		Women	
	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings	Number of workers (in thousands)	Median weekly earnings
TOTAL						
16 years and over.....	115,758	\$876	64,437	\$959	51,321	\$780
16 to 24 years.....	10,665	519	6,009	528	4,656	511
16 to 19 years.....	1,503	450	918	465	585	424
20 to 24 years.....	9,162	540	5,091	561	4,071	523
25 years and over.....	105,093	928	58,428	1,015	46,665	824
25 to 54 years.....	80,864	907	45,101	991	35,763	811
25 to 34 years.....	28,842	794	16,163	857	12,679	738
35 to 44 years.....	26,292	971	14,874	1,085	11,418	866
45 to 54 years.....	25,730	986	14,064	1,108	11,666	854
55 years and over.....	24,230	994	13,328	1,117	10,902	868
55 to 64 years.....	19,537	993	10,711	1,127	8,826	856
65 years and over.....	4,692	996	2,616	1,074	2,076	925
White						
16 years and over.....	89,250	907	50,883	985	38,367	815
16 to 24 years.....	8,222	527	4,739	556	3,483	513
25 years and over.....	81,028	961	46,144	1,044	34,884	857
25 to 54 years.....	61,396	934	35,089	1,008	26,307	839
55 years and over.....	19,632	1,042	11,055	1,165	8,577	919
Black or African American						
16 years and over.....	14,951	683	7,234	720	7,717	644
16 to 24 years.....	1,488	462	783	438	705	483
25 years and over.....	13,463	715	6,451	768	7,012	676
25 to 54 years.....	10,674	711	5,099	753	5,575	681
55 years and over.....	2,789	743	1,352	841	1,436	640
Asian						
16 years and over.....	7,635	1,083	4,196	1,245	3,439	918
16 to 24 years.....	388	598	177	546	211	688
25 years and over.....	7,247	1,130	4,019	1,270	3,228	943
25 to 54 years.....	5,928	1,175	3,321	1,331	2,607	964
55 years and over.....	1,319	962	698	1,014	621	744
Hispanic or Latino ethnicity						
16 years and over.....	20,422	674	12,321	704	8,101	621
16 to 24 years.....	2,315	504	1,401	516	914	483
25 years and over.....	18,108	704	10,920	734	7,187	652
25 to 54 years.....	15,447	699	9,345	725	6,102	647
55 years and over.....	2,661	751	1,576	805	1,085	690

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 4. Median usual weekly earnings of full-time wage and salary workers by occupation and sex, quarterly averages, not seasonally adjusted

Occupation and sex	Number of workers (in thousands)		Median weekly earnings	
	2nd 2017	2nd 2018	2nd 2017	2nd 2018
TOTAL				
Management, professional, and related occupations.....	47,195	48,615	\$1,228	\$1,242
Management, business, and financial operations occupations.....	19,470	19,679	1,336	1,346
Professional and related occupations.....	27,724	28,936	1,167	1,176
Service occupations.....	15,833	16,603	549	558
Sales and office occupations.....	23,399	23,330	709	734
Sales and related occupations.....	9,884	9,927	757	781
Office and administrative support occupations.....	13,515	13,403	688	711
Natural resources, construction, and maintenance occupations.....	11,867	11,451	794	836
Farming, fishing, and forestry occupations.....	1,149	788	577	612
Construction and extraction occupations.....	6,204	6,390	780	802
Installation, maintenance, and repair occupations.....	4,513	4,273	876	955
Production, transportation, and material moving occupations.....	15,078	15,758	699	703
Production occupations.....	7,861	7,847	698	739
Transportation and material moving occupations.....	7,217	7,911	700	670
Men				
Management, professional, and related occupations.....	22,639	23,713	1,442	1,463
Management, business, and financial operations occupations.....	10,306	10,524	1,514	1,515
Professional and related occupations.....	12,334	13,189	1,389	1,428
Service occupations.....	7,973	7,966	598	615
Sales and office occupations.....	9,382	9,353	790	813
Sales and related occupations.....	5,431	5,408	920	941
Office and administrative support occupations.....	3,951	3,945	716	705
Natural resources, construction, and maintenance occupations.....	11,314	10,990	805	840
Farming, fishing, and forestry occupations.....	886	622	606	634
Construction and extraction occupations.....	6,062	6,200	779	802
Installation, maintenance, and repair occupations.....	4,366	4,168	882	950
Production, transportation, and material moving occupations.....	11,914	12,414	746	757
Production occupations.....	5,733	5,865	770	812
Transportation and material moving occupations.....	6,181	6,550	729	704
Women				
Management, professional, and related occupations.....	24,555	24,902	1,055	1,080
Management, business, and financial operations occupations.....	9,165	9,155	1,134	1,170
Professional and related occupations.....	15,390	15,747	1,020	1,019
Service occupations.....	7,861	8,637	508	512
Sales and office occupations.....	14,017	13,977	671	693
Sales and related occupations.....	4,453	4,519	627	630
Office and administrative support occupations.....	9,564	9,458	683	713
Natural resources, construction, and maintenance occupations.....	553	462	592	741
Farming, fishing, and forestry occupations.....	262	166	470	472
Construction and extraction occupations.....	142	191	797	797
Installation, maintenance, and repair occupations.....	148	105	760	1,148
Production, transportation, and material moving occupations.....	3,164	3,344	539	555
Production occupations.....	2,129	1,982	558	583
Transportation and material moving occupations.....	1,036	1,362	513	522

NOTE: Updated population controls are introduced annually with the release of January data.

Table 5. Quartiles and selected deciles of usual weekly earnings of full-time wage and salary workers by selected characteristics, 2nd quarter 2018 averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)	Upper limit of:				
		First decile	First quartile	Second quartile (median)	Third quartile	Ninth decile
SEX, RACE, AND HISPANIC OR LATINO ETHNICITY						
Total, 16 years and over.....	115,758	\$426	\$585	\$876	\$1,384	\$2,112
Men.....	64,437	459	618	959	1,529	2,383
Women.....	51,321	403	541	780	1,216	1,853
White.....	89,250	441	602	907	1,424	2,188
Men.....	50,883	476	639	985	1,558	2,423
Women.....	38,367	411	562	815	1,244	1,875
Black or African American.....	14,951	378	491	683	1,060	1,607
Men.....	7,234	386	500	720	1,119	1,729
Women.....	7,717	368	480	644	967	1,575
Asian.....	7,635	473	651	1,083	1,771	2,608
Men.....	4,196	498	752	1,245	1,921	2,885
Women.....	3,439	435	592	918	1,497	2,114
Hispanic or Latino ethnicity.....	20,422	387	493	674	982	1,550
Men.....	12,321	402	513	704	1,026	1,615
Women.....	8,101	374	455	621	897	1,434
EDUCATIONAL ATTAINMENT						
Total, 25 years and over.....	105,093	455	616	928	1,450	2,223
Less than a high school diploma.....	7,188	350	430	554	732	1,005
High school graduates, no college ¹	26,378	406	526	726	1,048	1,491
Some college or associate degree.....	27,754	445	588	825	1,183	1,642
Bachelor's degree and higher ²	43,773	627	880	1,310	1,982	2,907
Bachelor's degree only.....	26,928	593	805	1,187	1,841	2,698
Advanced degree.....	16,845	725	1,013	1,512	2,288	3,313
Men, 25 years and over.....	58,428	489	674	1,015	1,596	2,492
Less than a high school diploma.....	4,815	384	480	606	803	1,143
High school graduates, no college ¹	16,452	444	585	810	1,157	1,597
Some college or associate degree.....	14,497	492	655	938	1,345	1,875
Bachelor's degree and higher ²	22,664	690	1,001	1,522	2,312	3,324
Bachelor's degree only.....	14,237	641	919	1,372	2,083	2,920
Advanced degree.....	8,427	856	1,170	1,808	2,729	3,900
Women, 25 years and over.....	46,665	417	576	824	1,260	1,890
Less than a high school diploma.....	2,373	310	386	462	592	763
High school graduates, no college ¹	9,925	375	479	620	848	1,195
Some college or associate degree.....	13,257	408	537	720	1,022	1,403
Bachelor's degree and higher ²	21,109	590	786	1,141	1,679	2,317
Bachelor's degree only.....	12,691	554	733	1,041	1,541	2,111
Advanced degree.....	8,418	664	917	1,300	1,886	2,625

¹ Includes persons with a high school diploma or equivalent.

² Includes persons with bachelor's, master's, professional, and doctoral degrees.

NOTE: Ten percent of all full-time wage and salary workers earn less than the upper limit of the first decile; 25 percent earn less than the upper limit of the first quartile; 50 percent earn less than the upper limit of the second quartile, or median; 75 percent earn less than the upper limit of the third quartile; and 90 percent earn less than the upper limit of the ninth decile.

Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.

Table 6. Median usual weekly earnings of part-time wage and salary workers by selected characteristics, quarterly averages, not seasonally adjusted

Characteristic	Number of workers (in thousands)		Median weekly earnings	
	2nd 2017	2nd 2018	2nd 2017	2nd 2018
SEX AND AGE				
Total, 16 years and over.....	24,651	24,428	\$262	\$267
Men, 16 years and over.....	8,368	8,460	257	258
16 to 24 years.....	3,687	3,524	200	215
25 years and over.....	4,681	4,936	308	303
Women, 16 years and over.....	16,283	15,968	265	272
16 to 24 years.....	4,819	4,738	198	206
25 years and over.....	11,464	11,230	301	307
RACE, HISPANIC OR LATINO ETHNICITY, AND SEX				
White.....	19,349	19,155	269	271
Men.....	6,480	6,563	262	261
Women.....	12,869	12,592	272	277
Black or African American.....	2,952	2,991	230	248
Men.....	1,068	1,065	234	248
Women.....	1,884	1,926	228	248
Asian.....	1,279	1,304	281	252
Men.....	441	458	286	250
Women.....	838	846	278	253
Hispanic or Latino ethnicity.....	4,014	4,342	263	264
Men.....	1,495	1,626	269	264
Women.....	2,519	2,716	260	264

NOTE: Estimates for the above race groups (White, Black or African American, and Asian) do not sum to totals because data are not presented for all races. Persons whose ethnicity is identified as Hispanic or Latino may be of any race. Updated population controls are introduced annually with the release of January data.